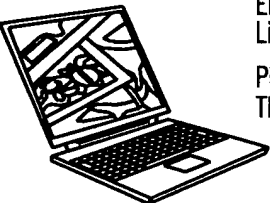




200

Internet-Based Compensation Analysis



PRESENTA
El Programa Rimsky de Administraciones de Remuneraciones en
Linea

PRESENTS
The Rimsky Program of Salary Administration Online

Login For Members
210 — Username
212 — Password

Entrada Para Miembros
Usuario
Contraseña

FIG. 1

300

User's Manual
Program Origin
Contact Us
Problems
Choose Program
Change Password
Change Language
Logout

Choose an option:

1. 310
View market data and perform Interpolation or Extrapolation based on sales, number of employees or number of evaluation points
2. 312
View market data and project monthly salary and annual remuneration after a certain number of months and a set rate of inflation
3. 314
View market data and calculate your merit increase based on the generated rate of market increase, performance level and monthly salary
4. 316
View a qualitative analyses of all the benefits and the companies position with respect to market data

FIG. 2

[illegible]

FIG. 3

JOB CODE DESCRIPTIONS

	HUMAN RESOURCES	IS THE HEAD OF THE COMPANY'S HUMAN RESOURCES MANAGEMENT FUNCTION BEING RESPONSIBLE FOR SELECTION AND RECRUITING OF PERSONNEL, SALARY AND BENEFITS ADMINISTRATION, TRAINING, WELFARE, AND LABOR RELATIONS? OPERATES WITH THE TITLE OF HUMAN RESOURCES MANAGER. IN MANY COMPANIES THE JOB HAS ALSO RESPONSIBILITY FOR MEDICAL SERVICE, SAFETY AND SECURITY. REQUIRES ADVANCED BILINGUAL EDUCATION (18 YEARS), AND 5 TO 8 YEARS EXPERIENCE DEPENDING ON COMPANY SIZE. RESPONSIBILITY FOR OPERATIONS AND ASSETS IS AT THE PLANT SECTION LEVEL. RESPONSIBILITY FOR SUPERVISION DEPENDS ON THE NUMBER OF PEOPLE SUPERVISED.

FIG. 4

CHOOSE INDUSTRY ALL SERVICES MANUFACTURE PHARMACEUTICAL FREE ONE		SELECT JOB CODE 1 2 3		CHOOSE SALES RANGE MIN <input type="text"/> MAX <input type="text"/> CHOOSE # EMPLOYEES MIN <input type="text"/> MAX <input type="text"/> CHOOSE # EVALUATION POINTS MIN <input type="text"/> MAX <input type="text"/>		CHOOSE INTERPOLATION / EXTRAPOLATION PARAMETER <input type="checkbox"/> SALES <input type="checkbox"/> # EMPLOYEES <input type="checkbox"/> # EVALUATION POINTS <input type="checkbox"/> REMOVE COMPANY FROM SAMPLE		ANOTHER FORM PROBLEMS LOGOUT	
OR SELECT COMPANIES INDUSTRY RESULTS -> COMPANY RESULTS ->		VIEW JOB TITLES MIN <input type="text"/> MAX <input type="text"/>							
COMPANY DATA AVERAGES PARTICIPANTS COMPANY RATIOS		NOTE: '-' IMPLIES DATA NOT AVAILABLE AND 'NaN' IMPLIES NOT A NUMBER							
INDUSTRY RESULTS -> COMPANY RESULTS ->		# EVALUATION POINTS PARAMETER 478 COMPUTE							
RESULTING COMPENSATION (MONTHLY SALARY)		RESULTING COMPENSATION (TOTAL ANNUAL RENUMERATION)		SELECT 2 SETS OF DATA					

FIG. 5

CHOOSE INDUSTRY

ALL
SERVICES
MANUFACTURE
PHARMACEUTICAL
FREE ONE

OR SELECT COMPANIES

INDUSTRY RESULTS ->

COMPANY RESULTS ->

SELECT JOB CODE

1
2
3

VIEW JOB TITLES

CHOOSE SALES RANGE

MIN MAX

CHOOSE # EMPLOYEES

MIN MAX

CHOOSE # EVALUATION POINTS

MIN MAX

REMOVE COMPANY FROM SAMPLE

ANOTHER FORM
PROBLEMS
LOGOUT

JOB CODE: 1

SALES VOL.	NO. EMP'S.	NO. IN JOB	EVAL. POINTS	MONTHLY SALARY	SALARY INC. (%)	ROTAT. INDEX.
500	85	1	478	28698	8	25
490	231	1	508	30184	9	20
25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)
1.02	0.37	1	0.94	0.95	0.92	1.24

712

AVERAGE MONTHLY SALARY (\$) 30184 714

AVERAGE # MONTHS 14 716

EXTRA MONTHS (TO PROJECT) 12 718

RATE OF INFLATION (AS A %) 6 720

COMPUTE 723

MONTHLY SALARY AFTER PROJECTION (\$) 34108 725

ANNUAL RENUMERATION AFTER PROJECTION (\$) 774733 727

FIG. 6

700

CHOOSE INDUSTRY

ALL

SERVICES

MANUFACTURE

PHARMACEUTICAL

FREE ZONE

SELECT JOB CODE

1

2

3

CHOOSE SALES RANGE

MIN

MAX

CHOOSE # EMPLOYEES

MIN

MAX

CHOOSE # EVALUATION POINTS

MIN

MAX

VIEW JOB TITLES

OR SELECT COMPANIES

INDUSTRY RESULTS ->

COMPANY RESULTS ->

ANOTHER FORM

PROBLEMS

LOGOUT

☐ REMOVE COMPANY FROM SAMPLE

JOB CODE: 1	SALAS VOL.	NO. EMP'S.	NO. IN JOB	EVAL. POINTS	MONTHLY SALARY	SALARY INC. (%)	ROTAT. INDEX.
COMPANY DATA	500	85	1	478	28698	8	25
	490	231	1	508	30184	9	20
	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)
	1.02	0.37	1	0.94	0.95	0.92	1.24

COMPANY REMOVED FROM ALL CALCULATIONS

Estimated Merit Increase Budget (%)

110

810

Select level of Performance

Outstanding

812

Select Distribution

Positive

814

Your Monthly Salary (in \$)

28698

816

Compute

818

Merit Increase Recommended (as a %)

116

820

FIG. 7

800

CHOOSE INDUSTRY

ALL

SERVICES

MANUFACTURE

PHARMACEUTICAL

FREE ZONE

SELECT JOB CODE

1

2

3

CHOOSE SALES RANGE

MIN

MAX

CHOOSE # EMPLOYEES

MIN

MAX

CHOOSE # EVALUATION POINTS

MIN

MAX

VIEW JOB TITLES

OR SELECT COMPANIES

INDUSTRY RESULTS →

COMPANY RESULTS →

COMPANY DATA

AVERAGES

PARTICIPANTS

COMPANY RATIOS

ANOTHER FORM

PROBLEMS

LOGOUT

CLICK THIS CHECKBOX TO VIEW ADDITIONAL GRAPHS

☒ REMOVE COMPANY FROM SAMPLE

JOB CODE: 1

TOTAL INCUM.: 25

COMPANY DATA

SAL	NO.	NO.	NO.	EVAL.	MONTHLY	SALARY	ROTAT.
VOL.	EMP'S.	IN	JOB	POINTS	SALARY	INC. (%)	INDEX.
500	85	1	1	478	28698	8	25
490	237	1	1	509	30246	9	20
24(24)	24(24)	24(24)	24(24)	24(24)	24(24)	24(24)	24(24)
1.02	0.36	1	1	0.94	0.95	0.92	1.25

COMPANY REMOVED FROM ALL CALCULATIONS

NOTE: '-' IMPLIES DATA NOT AVAILABLE AND 'NaN' IMPLIES NOT A NUMBER

1. BENEFIT ANALYSES ~910

2. MONTHLY SALARY QUARTILE GRAPH ~912

3. TOTAL ANNUAL RENUMERATION QUARTILE GRAPH ~914

4. COMPANY VS MARKET [GRAPHICAL] ~916

5. COMPANY VS MARKET [TABULAR] ~918

FIG. 8

900

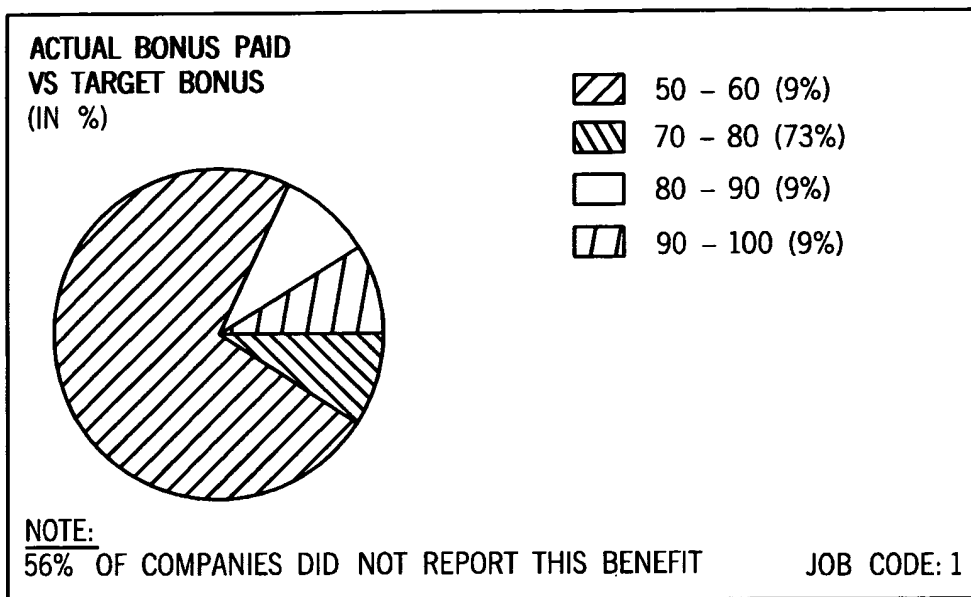


FIG. 9

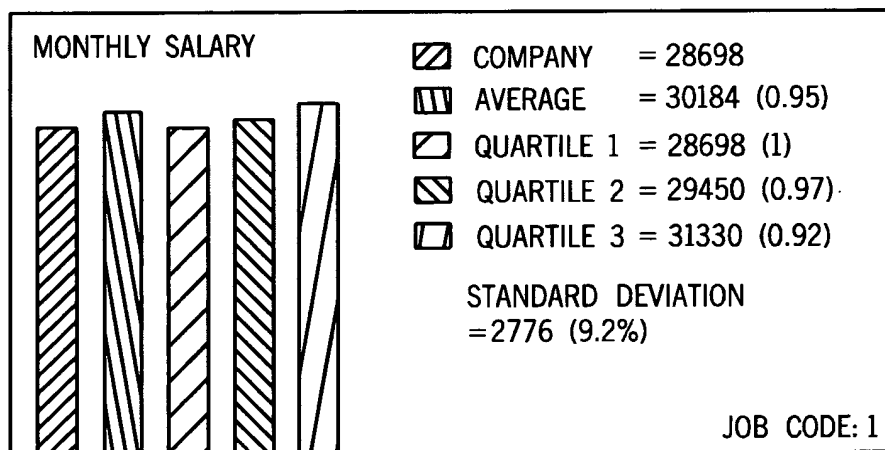


FIG. 10

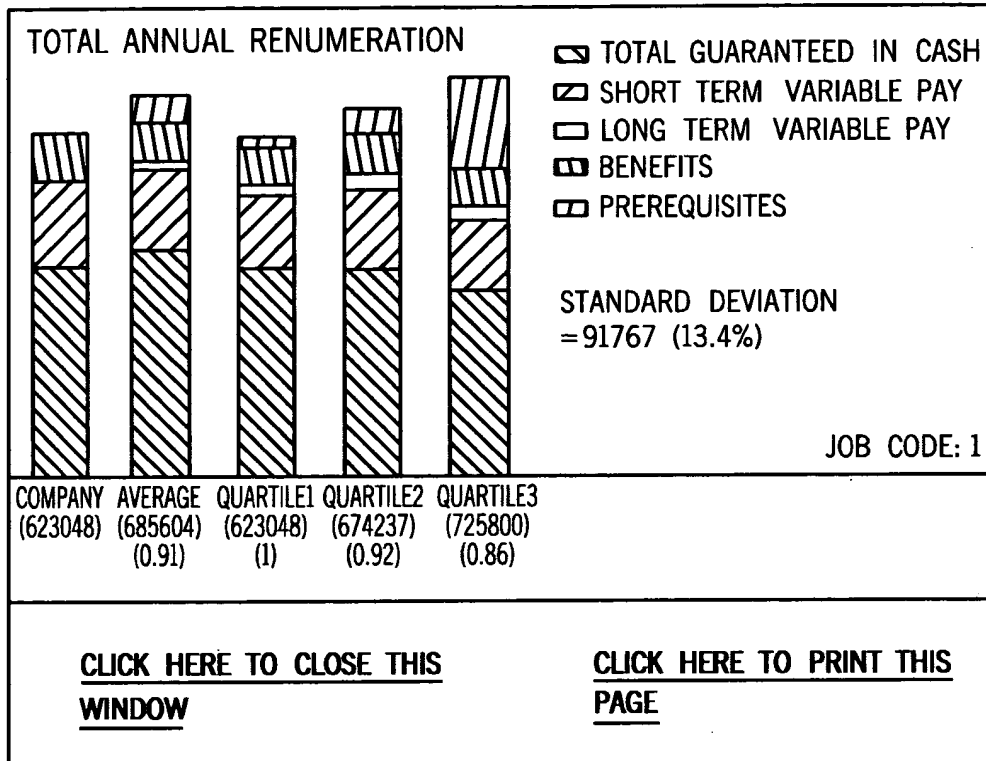
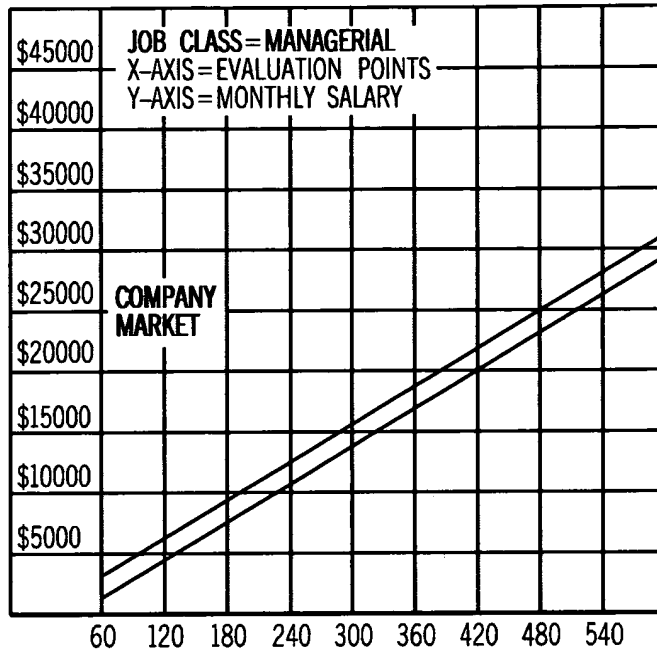


FIG. 11



VIEW ANOTHER CHART

Y-AXIS

JOB CLASS

MONTHLY SALARY ▼

MANAGERIAL ▼

GO !

[CLICK HERE TO CLOSE THIS WINDOW](#)

[CLICK HERE TO PRINT THIS PAGE](#)

FIG. 12

VIEW TABLE

\$ PARAMETER

JOB CLASS

MONTHLY SALARY ▾

MANAGERIAL ▾

GO!

[CLICK HERE TO CLOSE THIS
WINDOW](#)[CLICK HERE TO PRINT THIS
PAGE](#)

SERIAL NO.	JOB CODE	JOB TITLE	MONTHLY SALARY	AVERAGE	1ST QUARTILE	2ND QUARTILE	3RD QUARTILE
<input type="text" value="1"/>	1	GTE. REC. HUMANOS	28698	30246 (0.95)	28756 (1)	29466 (0.97)	31372 (0.91)
<input type="text" value="2"/>	2	SUPERVISOR PRODUC	17800	16228 (1.1)	15835 (1.12)	16200 (1.1)	16900 (1.05)
<input type="text" value="3"/>	3	CONTADOR	10500	9228 (1.14)	8700 (1.21)	9000 (1.17)	9300 (1.13)

FIG. 13